

Home-Start Mid & West Suffolk Modern Slavery and Human Trafficking Policy

Home-Start is one of the leading family support charities in the UK. Home-Start volunteers help families with young children deal with the challenges they face. We support parents as they learn to cope, improve their confidence and build better lives for their children.

Home Start Mid & West Suffolk has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Home-Start Mid & West Suffolk's slavery and human trafficking statement for the financial year ending March 2022.

What is slavery

Modern slavery exists in a number of forms, such as slavery, servitude, forced labour or compulsory labour and human trafficking. Anything causing a deprivation of a person's liberty by another in order to exploit them for personal or commercial gain can be considered to be slavery. It is a crime and a violation of fundamental human rights.

Slavery, servitude and forced or compulsory labour (Ref Modern Slavery Act 2015)

(1) A person commits an offence if:

- (a) the person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or
- (b) the person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

(2) In subsection (1) the references to holding a person in slavery or servitude or requiring a person to perform forced or compulsory labour are to be construed in accordance with Article 4 of the Human Rights Convention.

(3) In determining whether a person is being held in slavery or servitude or required to perform forced or compulsory labour, regard may be had to all the circumstances.

(4) For example, regard may be had

- (a) to any of the person's personal circumstances (such as the person being a child, the person's family relationships, and any mental or physical illness) which may make the person more vulnerable than other persons;
- (b) to any work or services provided by the person, including work or services provided in circumstances which constitute exploitation within section 3(3) to (6).

(5) The consent of a person (whether an adult or a child) to any of the acts alleged to constitute holding the person in slavery or servitude, or requiring the person to perform forced or compulsory labour, does not preclude a determination that the person is being held in slavery or

servitude, or required to perform forced or compulsory labour.

Human trafficking

(1) A person commits an offence if the person arranges or facilitates the travel of another person (“V”) with a view to V being exploited.

(2) It is irrelevant whether V consents to the travel (whether V is an adult or a child).

(3) A person may in particular arrange or facilitate V’s travel by recruiting V, transporting or transferring V, harbouring or receiving V, or transferring or exchanging control over V.

A person arranges or facilitates V’s travel with a view to V being exploited only if— (a) the person intends to exploit V (in any part of the world) during or after the travel, or (b) the person knows or ought to know that another person is likely to exploit V (in any part of the world) during or after the travel.

(5) “Travel” means— (a) arriving in, or entering, any country, (b) departing from any country, (c) travelling within any country.

(6) A person who is a UK national commits an offence under this section regardless of— (a) where the arranging or facilitating takes place, or (b) where the travel takes place.

(7) A person who is not a UK national commits an offence under this section if— (a) any part of the arranging or facilitating takes place in the United Kingdom, or (b) the travel consists of arrival in or entry into, departure from, or travel within, the United Kingdom.

Meaning of exploitation

(1) For the purposes of section 2 a person is exploited only if one or more of the following subsections apply in relation to the person.

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(2) The person is the victim of behaviour— (a) which involves the commission of an offence under section 1, or (b) which would involve the commission of an offence under that section if it took place in England and Wales.

Sexual exploitation

(3) Something is done to or in respect of the person— (a) which involves the commission of an offence under— (i) section 1(1)(a) of the Protection of Children Act 1978 (indecent photographs of children), or (ii) Part 1 of the Sexual Offences Act 2003 (sexual offences), as it has effect in England and Wales, or (b) which would involve the commission of such an offence if it were done in England and Wales. Removal of organs etc.

(4) The person is encouraged, required or expected to do anything— (a) which involves the commission, by him or her or another person, of an offence under section 32 or 33 of the Human Tissue Act 2004 (prohibition of commercial dealings in organs and restrictions on use of live donors) as it has effect in England and Wales, or (b) which would involve the commission of such an offence, by him or her or another person, if it were done in England and Wales. Securing services

etc by force, threats or deception

(5) The person is subjected to force, threats or deception designed to induce him or her— (a) to provide services of any kind, (b) to provide another person with benefits of any kind, or (c) to enable another person to acquire benefits of any kind. Securing services etc from children and vulnerable persons

(6) Another person uses or attempts to use the person for a purpose within paragraph (a), (b) or (c) of subsection (5), having chosen him or her for that purpose on the grounds that— (a) he or she is a child, is mentally or physically ill or disabled, or has a family relationship with a particular person, and (b) an adult, or a person without the illness, disability, or family relationship, would be likely to refuse to be used for that purpose. 4 Committing offence with intent to commit offence under section 2 A person commits an offence under this section if the person commits any offence with the intention of committing an offence under section 2 (including an offence committed by aiding, abetting, counselling or procuring an offence under that section).

Our supply chains

Home-Start Mid & West Suffolk provides a care and support service through paid staff and volunteers. As such there are no regular supply chains.

Our Modern Slavery and Human Trafficking Policy demonstrates our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or in any part of our business.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include:

- Anti-slavery Guidance. Training explains how employees and volunteers can identify any instances of this and where they can go for help.
- Home-Start Safer Recruiting and Employment Policy.
- Whistleblowing Policy. This ensures all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- Safeguarding and Child Protection Policy
- Adults at Risk Policy.

Due diligence processes for slavery and human trafficking:

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Monitor potential risk areas in our supply chains.
- Monitor potential risk in our supply chains.
- Monitor potential risk in our provision.
- Train our staff and volunteers to recognise signs of slavery and human trafficking.
- Protect whistle blowers.

We have appointed an independent third party (Rosie Carter, SAFEcic Advisor, telephone number: 01379 871091), to advise on ways to we can tackle slavery and human trafficking.

What to do

Children: (See also *Safeguarding Child Protection Policy*)

If the individual is in direct danger, call the Police immediately on 999.

Seek advice from Home-Start Mid & West Suffolk Child Protection Strategic Lead:

Name: Amanda Jacques

Contact details: 07540 282074

Adults: (See also *Safeguarding Adults at Risk Policy*)

If the individual is in direct danger, call the Police immediately on 999.

Or contact Suffolk County Council, Customer First 0808 800 4005 as soon as possible to share your concerns.

This policy will be reviewed annually and more frequently if appropriate.

Signature of Chair: *Carol Read*

Name: Carol Read

Date policy adopted: 21 April 2021

Date to be reviewed: April 2022